



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

Race and Social Justice Initiative

2011 Mid-year Progress Report to City Council

2010 RSJI Employee Survey

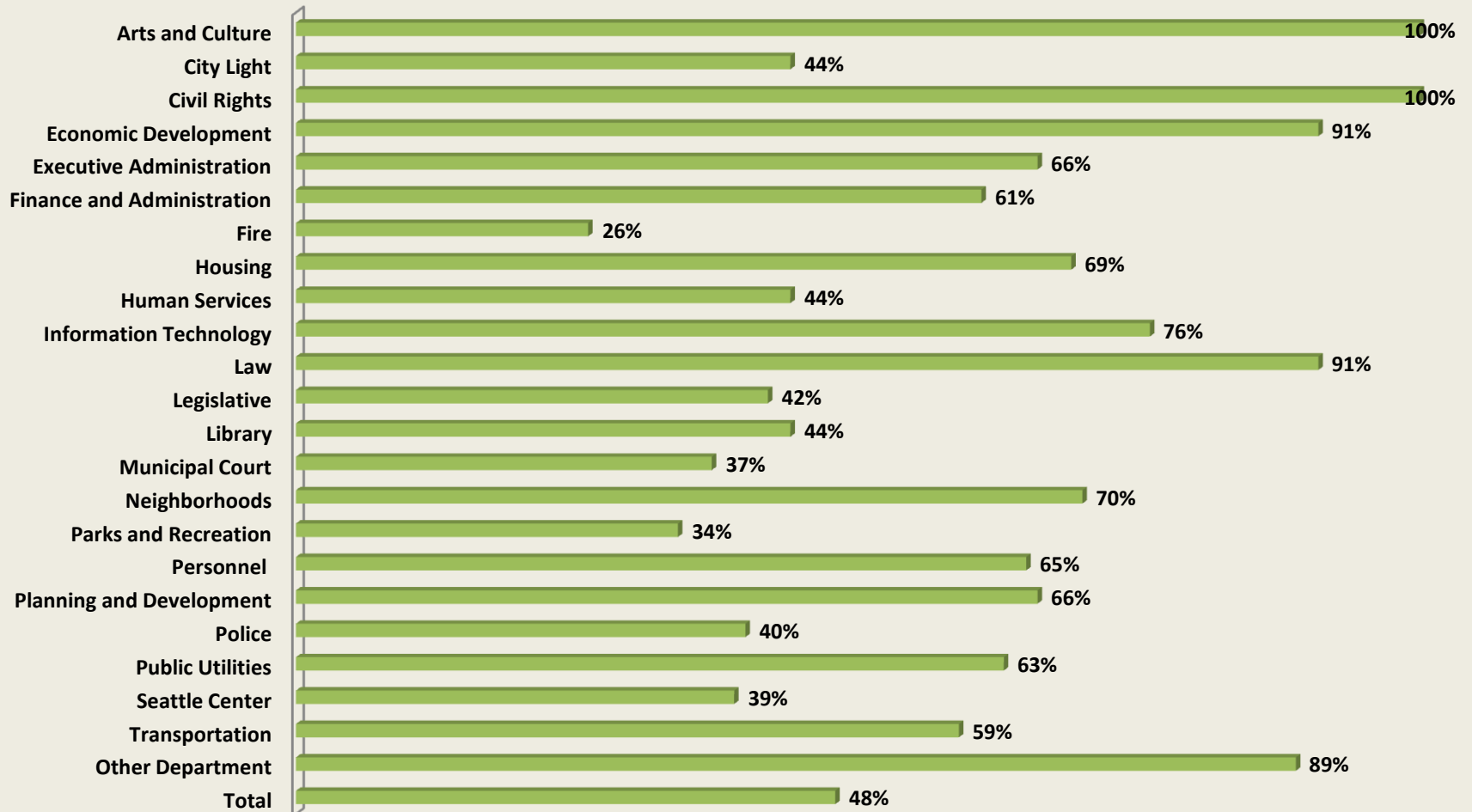
- Help measure understanding of the Initiative, as well as gather ideas for improving our efforts;
- Help develop future RSJI work plans and communication strategies; and
- Measure changes over time since 2008.

Who We Heard From

- 5,200 employees completed the survey representing nearly half (49%) of the total City workforce compared to one-third participation of City employees in 2008
- Reached beyond “the choir” hearing from departments not traditionally involved in RSJI and with less exposure to RSJI training
- Surveys were completed electronically and in hard copy paper and all were anonymous
- Respondents mirrored overall City racial and ethnic demographics

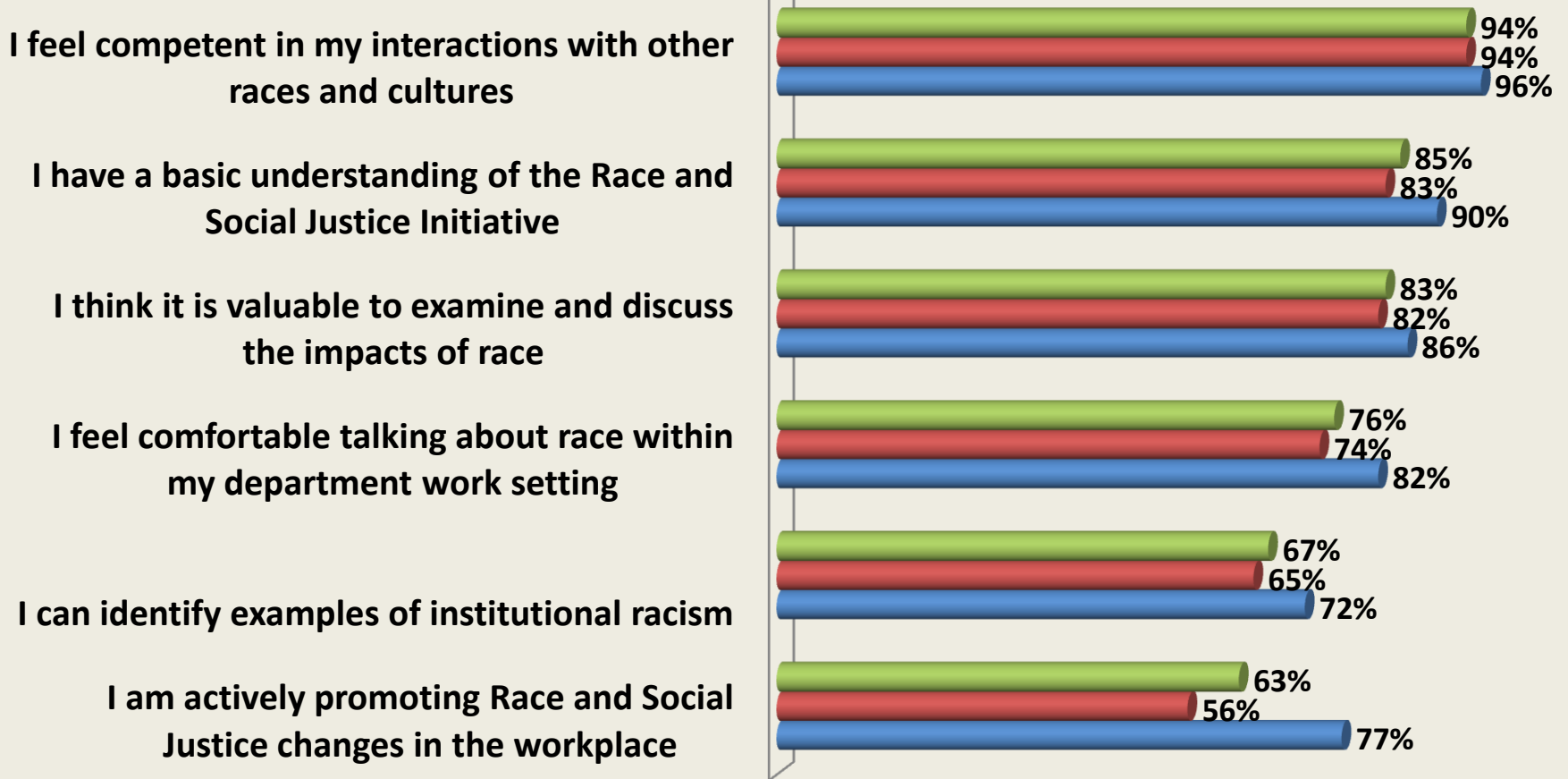
Survey Participation by Department

Survey Participation 2010
(percent of employee participation per department)

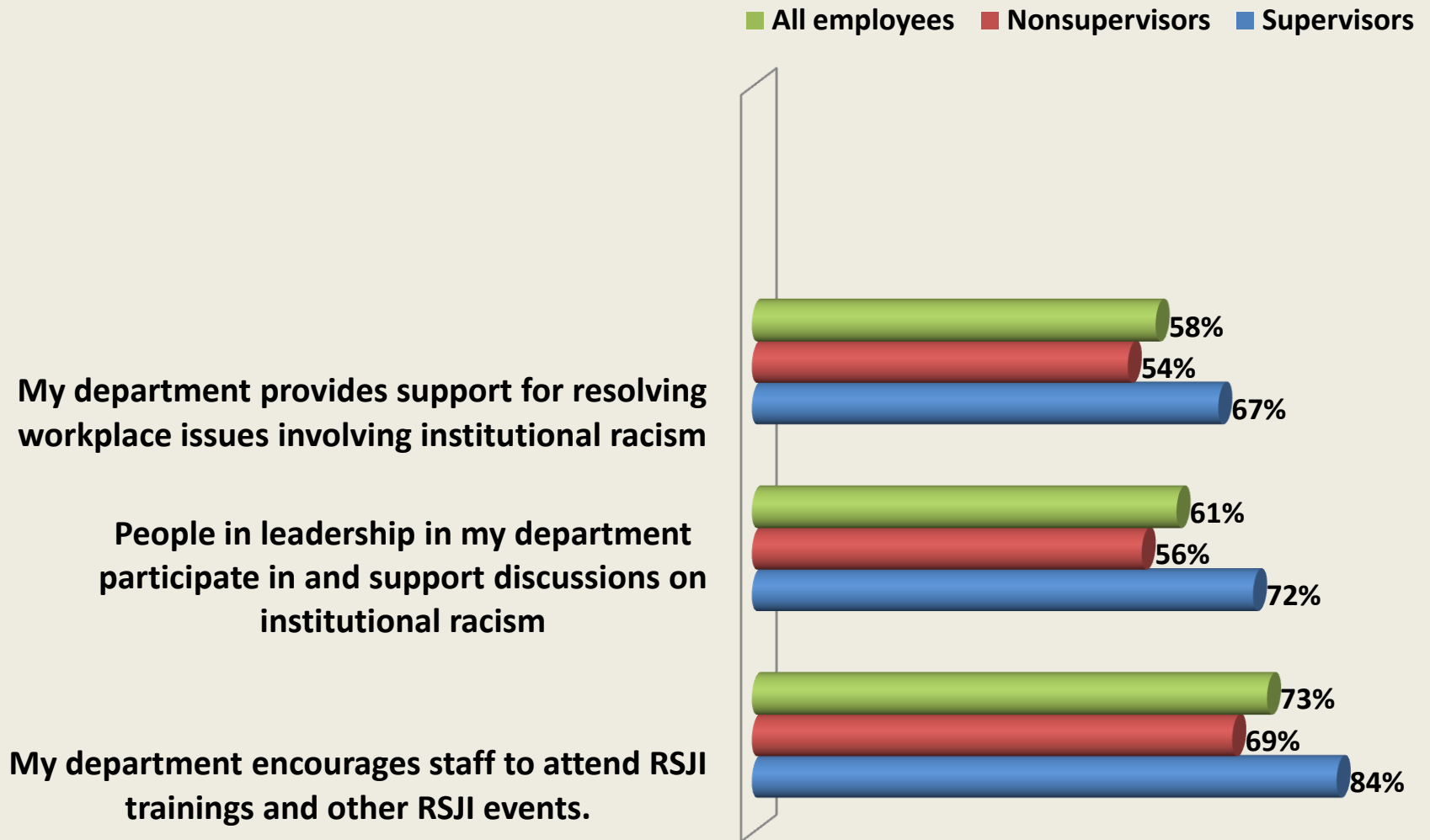


Employee Understanding of and Support for RSJI

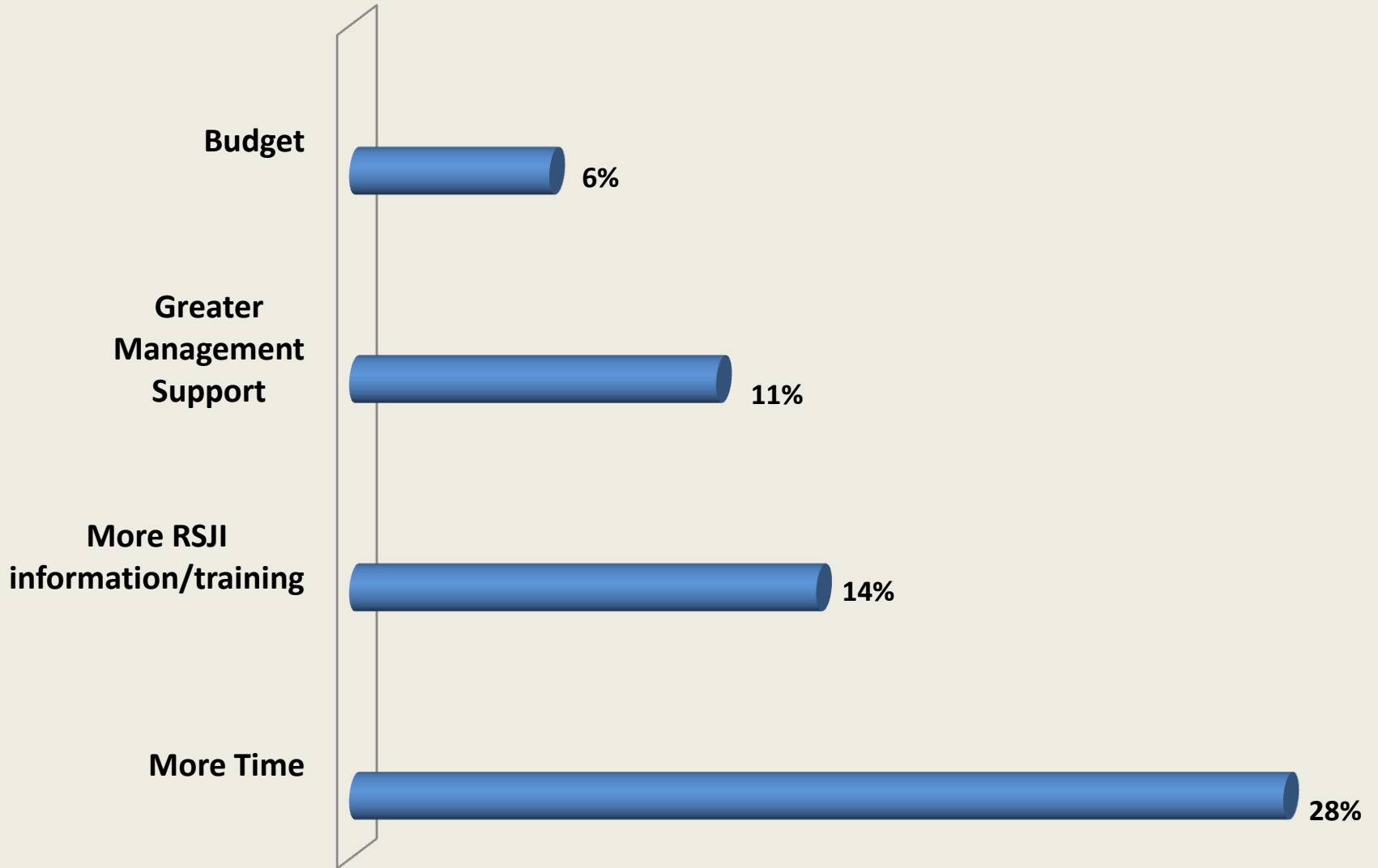
■ All employees ■ Nonsupervisors ■ Supervisors



Leadership Support of RSJI



Employees would become more actively involved if...



Key Findings

Concrete strategies aimed at institutional change making progress

- **Workforce Equity**
- **Contracting Equity**
- **Inclusive outreach and public engagement**
- **Immigrant and refugee access to services**

RSJI Employee Survey

Conclusions

- 1. The Race and Social Justice Initiative has expanded and is no longer just “preaching to the choir.”**
- 2. The growing reach of the Initiative creates a new challenge of capacity.**
- 3. A multi-tiered response is required to effectively carry on racial equity work within the City and bring real change to the lives of people who live and work in Seattle..**

Race and Social Justice Community Roundtable

**25 institutions and community-based organizations
working together to:**

- **Eliminate institutional racism within their own organizations**
- **Collaboratively tackle structural racism**

So that we eliminate racial inequity in Seattle.

Race and Social Justice Community Roundtable

2010 – 2011 accomplishments:

- State-wide legislative agenda on racial inequity in education
- Using a Racial Equity Tool to review budget, policy and program decisions
- Implement strategies to eliminate racial inequity in school discipline rates



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Race and Social Justice Initiative

development of a new three year plan

Our current plan

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Report 2008:
Looking Back,
Moving Forward

*“ In order to get beyond racism, we must first
take account of race. There is no other way. ”*

– Supreme Court Justice Harry A. Blackmun



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Overview of planning process

- Guided by high level steering committee.
- Utilize existing infrastructure (e.g., Change Teams, Core Team, Roundtable, etc) to make efficient use of existing resources and build capacity to address racial inequity.
- June thru Aug – meet with key stakeholders to assess current efforts and opportunities for the next phase.
- Sept thru Dec – meet with key stakeholders to share draft plan.
- Jan – plan finalized and implementation begins



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Departmental mid-year progress reports

Departments will:

- Share examples of their use of the Racial Equity Toolkit.
- Highlight efforts to achieve racial equity in the community within their lines of business.
- Provide written work plan updates describing accomplishments in workforce equity, contracting equity, outreach and public engagement and immigrant and refugee access to services.